

NOVEMBER 14, 2012 – NOTES OF ACTION TAKEN BY THE SEVIER SCHOOL DISTRICT BOARD OF EDUCATION AT A MEETING HELD ON NOVEMBER 14, 2012, AT 3:00 PM IN THE SEVIER SCHOOL DISTRICT OFFICE.

In attendance were President Clint Johnson, Vice President Jack Hansen, members Tom Hales, Don Naser, and Richard Orr, as were Superintendent Myron Mickelsen, Assistant Superintendent Gail Albrecht, Business Administrator Patrick D. Wilson, and Executive Secretary Patricia Sanchez.

President Johnson arrived to the meeting at 3:11 p.m.

Also in attendance were secretary Mavanee Loftus, Student Learning Director Cade Douglas, principals Chet Torgersen, Chad Johnson, Ted Chappell, Jade Shepherd, and Lisa Crane, Sevier Economic Development Representative Malcolm Nash, Work-Based Learning/Pathway Coordinator Jennifer Christensen, teachers Nate Blackner, Curtis Benjamin, Jason Goble, and Gaylene Dobish, students Delanie Dobish and Faith Johnson.

Vice President Jack Hansen welcomed everyone to the meeting.

Don Naser offered the reverence and led the group in the Pledge of Allegiance.

ITEM #2. – SEVIER COUNTY ECONOMIC DEPARTMENT – SALINA CITY EDA. Sevier County Economic Development representative Malcolm Nash presented information on the Salina City Tipperary Industrial Park Economic Development Project Area as well as an amendment to the plan. A public hearing will take place on November 14, 2012, at 7:00 p.m. at the Salina City Hall. He explained that this was not a formal plan and wouldn't be effective until Salina City completes the appropriate processed required by law. –He also stated that school boards are more involved in the economic development process than in the past.

Mr. Wilson commented that the revenue amounts shared by Mr. Nash were not revenues being received at this time. These are projected revenues based on growth of increased property assessed valuations, structures, developments, etc. He explained that this was not coming out of the existing pot of money but would at some time if Salina City were to experience growth. The School District would then support the additional tax that would help them with the economic development project in building their infrastructure.

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ITEM #3. – CONSENT AGENDA. There were some questions in regards to the iPad fees added to Policy #3035, Student Fee Guidelines. Mr. Wilson explained that the iPad fee is only assessed when it's issued to a student. He also clarified the insurance and repair deductible fees.

Vice President Jack Hansen called for objections on the consent agenda. Since there were no objections, the consent agenda received Board approval.

ITEM #3.A. – APPROVAL OF MINUTES. Minutes from the October 10, 2012, Board Meeting and Closed Meeting were approved.

ITEM #3.B.1. – NEW/POLICY #3360, WORK-BASED LEARNING – SECOND READING. The new policy received second reading approval.

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ITEM #3.B.2. – REVISED POLICY #2240, GRIEVANCE PROCEDURE – SECOND READING. The revised policy received second reading approval.

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ITEM #3.B.3. – REVISED POLICY #3035, STUDENT FEE GUIDELINES. The change in the policy is to address the issuance of iPads to students in North Sevier High School and to establish a revenue source to deal with ongoing repair costs. The revised policy received Board approval.

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ITEM #3.C. – APPROVAL OF EMPLOYEES. The following individuals were approved for employment: **Melissa Bagley** as an instructional assistant at Koosharem Elementary; **Rebecca Williams** as a noon duty supervisor at Ashman Elementary; **Annette Calton** as a half-day kindergarten teacher at Salina Elementary; **Taft Beio** as a custodian at North Sevier High; **Tom Schussler** as a custodian at North Sevier Middle; **Laurie Hatch** as a special needs non-location instruction assistant (*one year only*), **Mindy Whipple** as a special needs non-location instruction assistant (*one year only*).

ITEM #3.D. – SCHOOL TRUST LAND PLAN REVISIONS. Richfield High School and South Sevier High School met with their Community Councils and revised their trust land plans in both goals and budgets. Both schools' proposed revisions received Board approval.

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ITEM #3.E. – STUDENT RECOGNITION. Students were recognized and congratulated on their achievements. A letter of congratulations will be sent to each student.

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ITEM #3.F. – FINANCIAL SUMMARY. The financial summary for the period ending October 31, 2012, was approved as well as the list of checks issued in October 2012.

ITEM #3.G. – SEVIER DISTRICT'S CONSOLIDATED APPLICATION. The proposed consolidated application received Board approval.

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ITEM #4. – REPORT – ELEMENTARY SCHOOL PRINCIPALS. Elementary Principals Ted Chappell, Jade Shepherd, Chet Torgersen, Chad Johnson, and Lisa Crane provided a presentation on the District's five initiatives.

Initiative #1 – NWEA

Monroe Elementary Principal Ted Chappell explained that NWEA is administered three times per year. New to NWEA this year is a math assessment, which is aligned to the Common Core. Students were given this test in the fall. The school continues to do goal setting with individual students and share them with the parents. He commented that one of the keys of NWEA is to

help differentiate instruction in the classroom. NWEA drives instruction and keeps parents informed of their child's needs and progress.

Monroe's Objective

Improve instruction through the implementation of the iObservation tool and continue to foster Professional Learning Communities (PLCs).

Initiative #2 – Yearly Progress Pro (YPP)

Pahvant Elementary Principal Chad Johnson explained that YPP is a good follow-up to NWEA, which is used as a benchmarking tool. YPP is a progress-monitoring tool given weekly that covers reading, language arts, and math. The program provides the opportunity to look at multiple strands for standards and what those students are supposed to be learning at their grade level. YPP is also aligned to the Common Core and is used to guide instruction on a day-to-day basis. Students set goals with their teachers, the teachers set goals with the principal, which provides all an opportunity to participate in fun activities to celebrate their achievements. Teachers are able to find out where students are week-to-week by looking at the weekly Curriculum Based Measurement (CBM). The YPP progress monitoring report is a dot system where the dot turns green when a student masters the concept; however, they can drop back into the red and yellow areas, which indicates where the teacher needs to intervene.

Pahvant's Objective

Improving overall reading instruction, implementing a Take-Home Library in 3rd grade, further developing PLCs, including the five district initiatives, and improved collaboration among all staff and parents (special ed./regular ed.).

Initiative #3 – iObservation

Ashman Elementary Principal Jade Shepherd explained that the District is in its third year of using iObservation. He commented that it has been a difficult process as far as finding the best way to use the tool; however, as principals have become more familiar with the process, iObservation has become a very valuable tool in relationship to creating good conversations between the principal and staff. The administrative goal is to observe 10 hours on a weekly basis. It's given the principal the opportunity to visit classrooms and find out the strengths and weaknesses of each of the individual teachers. Faculty meetings, collaboration, and professional development have been the avenues used for helping teachers to be able to deliver more effective instruction. iObservation has fostered learning conversations between teachers, coaches, and administrators.

Ashman's Objective

Restructuring schedules and professional development to focus on and meet district initiatives, build a Tier 3 model of instruction, improve instructional model focusing teacher and student data, iObservation teacher development, and focused collaboration in PLCs and grade level meetings.

Initiative #4 – Professional Learning Communities (PLCs)

Salina Elementary Principal Lisa Crane explained that as schools and administrators, roles are changing. We are moving away from traditional teacher isolation. The PLC's provide an opportunity for enhanced collaboration amongst grade level teachers and the principal. The program doesn't take them away from their classrooms or the school to learn something new;

they're doing it on the job. Traditionally, principals were thought of as building managers and are now leaders of learning. The principal can work more effectively with teachers through grade-level teams. PLC's provide a vehicle for focus and interaction between the principal and the teachers. Mrs. Crane stated that PLCs are well in place as evidenced by structured meeting times, collaboration to ensure that all students learn at high levels, and job embedded professional development through iObservation, Common Core, RTI Model, YPP, NWEA, and DIBELS.

Salina's Objective

Building collective capacity through iObservation collaboration meetings, PLCs, grade level team meetings, DIBELS next in K – 3, using benchmark and progress monitoring data to initiate data conversations, inform instruction, evaluate literacy materials, and facilitate goal setting.

Initiative #5 – Common Core Curriculum

Koosharem Elementary Principal Chet Torgersen explained that during the last two summers, principals and teachers have had the opportunity to receive Common Core training provided by the USOE. The first year, elementary schools were asked to implement grade 5. The second year, they were asked to implement math, language arts, and writing. Mr. Torgersen stated that with the math training, he picked up on the need for students to use logic and reasoning instead of using the same old process. The new Common Core requires more of the student by asking them to dig it out and identify what kinds of tools they've been given and how to use them to apply this concept to every day life. He felt that teachers were doing a great job in implementing the Common Core.

Koosharem's Objective

Use NWEA data to improve reading and language arts scores, student retention of instruction, students taking ownership of their education and life in general, and defining the purpose of the teacher to the students.

Principal Chappell spoke of how the District's five initiatives have had a very positive effect on the schools by providing more meaningful professional development, and confidence in the "tools" to measure progress (student, teacher, grade, school, district). He stated that there is more of a focus in the schools; teachers know what is expected. There is also good morale in the schools and teachers are excited about the changes. There is a lot of pressure on teachers to perform and they are working hard to do their best. He emphasized how the initiatives have enhanced the collaboration amongst the elementary principals. Principal Chappell, on behalf of the principals, thanked the Board and Administration for providing the tools that have enhanced the instructional process and opportunities for staffs to work in collaboration.

Board member Richard Orr voiced appreciation and congratulated the District and school administrators for the collaborative effort from the top to the bottom and felt it is getting the District where they want to be. He commented on the positive changes in the teachers' attitudes and for identifying the needs of the students and staffs.

Vice President Jack Hansen thanked the principals for their presentation and stated that he felt the District's elementary schools were lead by great administrators.

Superintendent Mickelsen praised the principals for their presentation and complimented them on their leadership abilities. He also thanked the Board for their continued support and allowing the District to convey their vision and thoughts for education. He stated that it made their jobs much easier to have a Board that is open to new ideas in providing a quality education for students.

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ITEM #5. – PATRON DIALOGUE. Richfield High School student Faith Johnson approached the Board with some safety concerns at the school. First, she explained that there was a lot of traffic congestion on 400 West and Wildcat Way and asked if a four-way stop could be placed there. She asked if and when a new Richfield High School was going to be built because there were concerns with the students walking to classes from the high school to the Sevier Valley Center during the winter months on slippery sidewalks and being cold.

Board member Don Naser thanked Ms. Johnson for attending the Board meeting and felt her concerns were valid. She was asked to approach Richfield City with the traffic concerns. He encouraged students to attend Board meetings more often.

Teachers Nate Blackner and Jason Goble addressed the Board in regards to textbook needs at Richfield High and building inspections at North Sevier High.

ITEM #6A. – DISCUSSION – ITEMS FROM THE BOARD. The following items were discussed:

- Board members were made aware of the USBA New Board Member Training and were invited to participate if they so desired.
- USBA Convention registration forms were provided to the Board so that the registration process could be completed by the end of November.
- Board members were reminded of the Board Dinner Social on December 12 at 6:00 p.m.
- It was proposed to change the time of the Board Work Session on December 12 from 12 Noon to 10 a.m. to accommodate the Ten-Year Building Committee presentation, and also the FY 2012 audit presentation. The regular Board meeting will follow at 2:00 p.m.

ITEM 6.B. – DISCUSSION – ITEMS FROM ADMINISTRATION. The following items were discussed:

Items from Superintendent Mickelsen

- Joint Legislative Committee 2013 Priorities: Superintendent explained that the committee's top two priorities are Growth and a WPU increase. Student enrollment growth needs to be fully funded including all of the categories that are affected by growth including the K-12 Program, Necessarily Existent Small Schools (NESS), Professional Staff costs, Special Education and Class Size Reduction. In addition, "below the line" items affected by growth include Optional Extended Day Kindergarten, Transportation, Flexible WPU, Enhancement for Students at Risk, Enhancement for Accelerated Students, K-3 Reading, Educator Salary Adjustment, Library Funding, School Nurse Matching Fund, and Board and Local Leeway Matching Funds.

The Weighted Pupil Unit (WPU) has declined in value over the past few years as a result of legislative budget transfers, a marked decrease in the Flexible WPU allocation, and a lack of

adequate funding for new student enrollment growth. Additionally, recent increases in the value of the WPU have not kept pace with costs of retirement, salaries and health benefits, which continue to climb. In order to adequately staff, compensate, and allocate teaching resources, our schools need the state to fully fund future retirement increases (estimated at 1.7 percent of the WPU for FY14) plus a significant increase in the WPU for FY14. The retirement and Social Security costs for all other state employees have been funded in recent years, but not so for public education employees.

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- Resolution Endorsing Higher Education's 66 percent Goal and the Governor's Education Excellence Committee's PACE Metrics: Superintendent commented that they are getting more serious about the business community becoming more involved with education and the vision as to where it goes. The District has been involved with the Prosperity 2020 for over a year now. This goal is for 66 percent of Utah adults to hold a post-secondary degree or certificate by the year 2020.

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Items from Gail Albrecht

- ACT Graduate Scores: Mrs. Albrecht provided a graph of scores from last year's graduating seniors. The District has a long history with scores fluctuating slightly, either up or down. One of the goals of the District is to raise ACT scores, and the District has set EPAS goals. As part of a pilot, the ACT is now given to all 11th grade students, not just those who select to take the ACT. This is one reason there is a decline in the scores because all students are tested and not just those students who plan to go to college. Nearly all the special education students also took the ACT after applying for accommodations through ACT's process. The hope with the pilot is that it will encourage students to go to college to help meet the Prosperity 2020 goal. Mrs. Albrecht explained that Superintendent Mickelsen has asked principals to look at and share with their teachers EPAS data, to find out areas students are missing and why.

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- Mrs. Albrecht provided and reviewed the NWEA Spring 2012 Percentile Rank Report in language, math, reading, and general science. National percentile rankings were reviewed for Reading, Language Usage, Mathematics, and Science for the District and for schools. Also shared and reviewed were a sampling of the Sub-Group Reports, which included the NWEA Special Programs reports and Ethnicity report for Reading, Language Usage, and Mathematics.

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Items from Pat Wilson

- Construction projects/change orders
Front entrances: Mr. Wilson explained that the trim has been installed on the NSHS and SSHS front entrances. The District has extended the project to allow time to work on the rain gutters and other areas of those buildings. Snow cleats still need to be put on the roofs and the project is nearing completion. There are some change orders forthcoming.

Warehouse: Valley Builders have been busy getting things lined up with the new subcontractor and they've also been asked to bid the renovation of the office area at the warehouse.

ITEM #7. – CLOSED MEETING. A motion was made at 5:05 p.m. by Tom Hales and seconded by Richard Orr to take a break and go into the Closed Meeting to discuss the character, professional competence, or physical or mental health of an individual(s), negotiations, and litigation. Voting went as follows: yes – Clint Johnson, Jack Hansen, Tom Hales, Don Naser, and Richard Orr. Motion passed.

In attendance were President Clint Johnson, Vice President Jack Hansen, members Tom Hales, Don Naser, and Richard Orr, as were Superintendent Myron Mickelsen, Assistant Superintendent Gail Albrecht, Business Administrator Patrick D. Wilson, and Executive Secretary Patricia Sanchez.

A motion was made at 5:28 p.m. by Don Naser and seconded by Richard Orr to go out of a Closed Meeting and reenter a Closed Meeting to discuss litigation and negotiations. Motion passed.

A motion was made at 5:35 p.m. by Richard Orr and seconded by Clint Johnson to go out of a Closed Meeting. Voting went as follows: yes – Clint Johnson, Jack Hansen, Tom Hales, Don Naser, and Richard Orr. Motion passed.

ITEM #8. – ACTION ITEMS. A motion was made by Clint Johnson and seconded by Tom Hales to change the December 12, 2013, Board Work Session from 12 Noon to 10:00 a.m. Motion passed unanimously.

A motion was made by Richard Orr and seconded by Clint Johnson to provide Sevier School District employees, who are employed as of November 13, 2012, a one-time compensation adjustment of 2.25 percent of the base salary with a \$100 minimum to restore on a one-time basis a portion of the reductions the District has made over the last few years in regards to compensation. The compensation adjustment should be paid by November 21, 2012. Motion passed unanimously.

A motion was made at 5:55 p.m. by Tom Hales and seconded by Don Naser to adjourn the meeting. Motion passed unanimously.

I certify that upon motion duly made, seconded and passed, the Board of Education of the Sevier School District approved the foregoing minutes on the 12th day of December 2012. I further certify that a quorum of the Board was present on both the day covered by these minutes and the day of approval.

Patrick Wilson, Business Administrator